

DANBURY PUBLIC SCHOOLS
2019-2020 SUPERINTENDENT'S GOALS
(Approved October 23, 2019)

Goal 1: Growth in Student Learning and Achievement and College and Career Readiness for All Students

Objective: Increase equity and access to rigorous curriculum and programming, while reducing the academic achievement gap in literacy and mathematics for our high needs students.

1. Redesign services for English Language Learners and support for core classroom instruction.
 - Explore high quality English Language Development programs.
 - Select an ELD program and develop an implementation plan (PD, Budget, Roll out).
 - Evaluate the effectiveness of the current Newcomers program and make recommendations for improvements.
 - Examine the distribution of staffing to meet the ESL service demands.
 - Review and recommend supports for EL students within current core curriculum and expand the implementation of Sheltered Instruction Observation Protocol (SIOP).
2. Develop a process to ensure increased access of grade level standards through universal design of curriculum and use of culturally relevant resources.
 - Revise curriculum template/rubric and unit assessments to include embedded language supports and learning activities in order to increase student engagement and access to grade level content.
 - Analyze the current collections of texts used in curriculum for cultural relevance using NYU's Steinhardt culturally relevant curriculum resources as a guide.
 - Special Education staff will partner with curriculum development teams to ensure equal access to curricula.
3. Develop a multi-year plan to assure implementation of mandated curriculum.
 - Identify prioritized areas of curriculum development need in the district.
 - Develop a multi-year core curriculum and resource budget plan.

Evidence: (1) ELD Program Design, Implementation Plans (2) Revised Curriculum Template/Rubric, Increased Multicultural Texts in Class Libraries; (3) School and Department Allocation Recommendations reflected in the overall district budget.

Progress on academic achievement and growth as a district will be monitored on a yearly basis using the Accountability Index and ESSA (Every Student Succeeds Act) targets when released by the CT State Department of Education. Additionally, the data below will be monitored throughout the year.

Data Report 1 Fall (Oct 23)	Testing Report: SBAC Achievement, SBAC Growth Scores, SAT Achievement, NGSS
Data Report 2 Winter (Feb 26)	College & Career Readiness Report: Graduation Rates, Early College Opportunities, Dual Enrollment, AP Enrollment & Outcomes
Data Report 3 Spring	Next Generation Accountability Index: ELA, Math Science, Performance & Growth, CCR, Physical Fitness, Arts Access

Goal 2: Family, School and Community Partnerships

Objective: Develop a safe and welcoming school culture for families, students, educators, staff and the community that enables partnerships to foster a vested interest in the schools that collectively creates opportunities for deeper engagement for student success and learning.

1. Develop a family school partnership framework to fully engage all students, their families, educators and the community through survey, increased outreach efforts, and community conversations resulting in family school partnerships.
2. Promote and enhance programs that create safe schools by strengthening safety protocols and procedures at all schools.

Evidence: Family School Partnership Framework & Survey Results.

Goal 3: Fiscal Responsibility, Planning for Growth & Talent Acquisition

Objective: Establish a transparent, coherent, and efficient budget that ensures equitable distribution of resources, allocated to support and sustain the District's vision and mission.

1. Refine, monitor and update multi-year budget plan.
2. Continue to evaluate the facility needs of the district in collaboration with the City of Danbury.
3. Refine recruitment and retention efforts with the goal of more accurately reflecting the diversity of our student population, with attention to the hiring of culturally competent candidates in all positions.
4. Continue to develop relationships with community partners, corporations and foundations to bring funds into the district.

Evidence: City-District Task Force Meeting Minutes & Agendas & the inclusion of the multi-year budget development process, including funds from outside sources.

Goal 4: Professionalism, Accountability, and Organizational Learning

Objective: Using data to drive student achievement, we will develop and enhance the skills of our educators, through a lens of cultural competency, to reach the needs of our diverse learners.

1. Develop a professional learning plan for teachers, school leaders, central office and staff that builds the capacity of the district to carry out the vision and sustain improvement.
2. Increase opportunities for self-directed professional learning.

Evidence: Multi-year Professional Learning Plan/ Calendar.